

**MINUTES OF THE SPECIAL MEETING OF THE BOARD OF COMMISSIONERS
OF THE FARGO PARK DISTRICT OF MARCH 23, 2020**

The special meeting of the Board of Commissioners of the Park District of the City of Fargo was held on Monday, March 23, 2020, at 5:00 p.m. at the Fargo Park District office at 701 Main Avenue, Fargo, North Dakota. Present at the meeting were Commissioners Joe Deutsch and Jerry Rostad. Commissioners Rusty Papachek, Vicki Dawson, and Stacey Griggs appeared by phone. Also present were Dave Leker, Carolyn Boutain, Kevin Boe and Diane Jones.

Approval of Order of Agenda

Commissioner Stacey Griggs moved and Commissioner Joe Deutsch seconded a motion to approve the Order of Agenda. Upon call of the roll, the motion passed unanimously.

**Approval of Executive Director to use Discretion regarding Personnel Absences
related to Covid-19 Event**

Dave Leker and the Commissioners discussed this matter. Commissioner Rostad noted that the Board of Commissioners is in support of executive director Dave Leker and that with how fast the Covid-19 response is evolving Dave Leker needs the ability to act at his best discretion. Commissioner Griggs noted that Dave Leker needs the authority to be able to act outside the scope of the normal policies and procedures as things evolve. Dave Leker noted that the current policies and procedures do not allow give latitude to grant emergency leave and that he would work directly with the other directors as individual scenarios arise. Dave Leker noted that new employees are particularly vulnerable due to the fact that they have minimal accrued paid time off.

Kevin Boe addressed the Board regarding a possible shut down of the Park District. Kevin Boe stated that the directors are looking to identify the staff that will be needed to check on certain facilities.

Dave Leker noted that it would be possible that the Park District employees could be redeployed to assist the city in the event the city needs additional man power, similar to how the Park District assisted the city with the 2009 flood.

Diane Jones addressed the Board discussed working through potential leave matters on an individual basis while also treating all employees fairly. Diane Jones noted that the Park District will use the newly enacted family leave act first, the Park District's policies second, and then director discretion third when addressing individual matters.

Commissioner Papachek noted that the possible authority granted would be for a three week period until the next regularly scheduled board meeting. Commissioner Dawson requested general information regarding the amount of leave for each employee. Commissioner Deutsch noted that having more information would be helpful and the Board is supporting Dave Leker and the directors in running the Park District in unprecedented times.

Commissioner Joe Deutsch moved and Commissioner Stacey Griggs seconded a motion to allow Executive Director Dave Leker to use his discretion regarding personnel absences related to Covid-19, to expire at the time of the next regularly scheduled board meeting. Upon call of the roll, the motion passed unanimously.

At the conclusion of the above agenda items, a motion to adjourn was made and seconded, and upon unanimous consent the meeting adjourned at approximately 5:30 p.m.

Jeffrey B. Gunkelman